

FRINGE BENEFITS FOR CORPORATE EMPLOYEES

Following are the fringe benefits offered by Pizza Time Theatre to Corporate permanent full-time (30 hours a week or more) employees:

Holidays

The 1982 holiday schedule is as follows: New Year's Day (1-1), Washington's Birthday (2-15), ½ Day on Good Friday (4-9), Memorial Day (5-31), Independence Day (7-5), Labor Day (9-6), Thanksgiving Day (11-25), Day After Thanksgiving (11-26), Day Before Christmas (12-24), New Year's Eve Day (12-31), and ½ Day on Employee's Birthday.

An employee must work the day before and after the holiday unless on paid vacation in order to receive holiday pay.

Vacation

Employees earn vacation benefits at the rate of 10 days per year to 3 years of employment, 15 days per year to 5 years of employment, and 20 days per year for 6 years or more of employment.

After 6 months of continuous service has been completed, 5 days vacation may be taken or 10 days after 1 year of continuous service.

Employees are encouraged to take their vacation time each year. Maximum accumulation of vacation will be 40 hours in excess of that which employee is eligible. Vacation benefits will not continue to accrue in excess of this amount nor will cash payments be made in lieu of vacation.

Employees at termination, either voluntary or involuntary, will receive pay for vacation accrued provided they have been an employee for a minimum of 6 months.

An Employee Vacation Request Form must be submitted to Personnel by immediate supervisor for all vacation time requested.

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Insurance

Lincoln National Life Insurance Company covers Life Insurance (1 time annual salary), Accidental Death and Dismemberment, Health, Major Medical, and Dental; Union Mutual covers Long Term Disability; Vision Service Plan covers Vision Care. This insurance is provided to the employee free and dependent coverage is $25.00 per month.

See Personnel for claim forms and claim processing.

Sick Leave

Personal time off for illness is granted to employees who have completed their probationary period and will be accrued from start of employment at a rate of 4 hours for every full month of service for Hourly and SNE employees and 8 hours for every month of service for Salaried employees. PTT reserves the right to request proof of the illness before pay is issued.

Educational Assistance

This program reimburses 50% of tuition, fees, and books upon successful completion of job-related courses with a grade of "C" or better taken at accredited colleges and universities. These courses must be taken outside of the employee's regularly scheduled working hours.

To apply for educational assistance, obtain a form from Personnel and have immediate Supervisor's approval prior to enrolling in the course.

Pizza Parlor Discounts

A discount of 20% can be obtained on all food and store purchases (beer & wine not included) at Company owned parlors for all employees who have completed their probationary period. Check with Personnel for discount card.

Pizza Time Theatre, Inc. is looking into additional benefits for our Employees and we will keep you up-to-date on our progress.

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